

**Senate File 407 - Introduced**

SENATE FILE 407  
BY COMMITTEE ON LOCAL  
GOVERNMENT

(SUCCESSOR TO SF 355)

**A BILL FOR**

1 An Act relating to employee residency qualifications in cities  
2 with a civil service commission.  
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 400.17, subsection 3, Code 2015, is  
2 amended to read as follows:

3 3. a. Employees shall not be required to be a resident  
4 of the city in which they are employed, but they shall become  
5 a resident of the state within two years of such appointment  
6 or the date employment begins and shall remain a resident of  
7 the state during the remainder of employment. However, cities  
8 may set a reasonable maximum distance outside of the corporate  
9 limits of the city, or a reasonable maximum travel time, that  
10 police officers, fire fighters, and other critical municipal  
11 employees may live from their place of employment. Each  
12 employee residing outside the state on the date of appointment  
13 or on the date employment begins shall take reasonable steps to  
14 become a resident of the state as soon as practicable following  
15 appointment or beginning of employment.

16 b. Cities may establish a policy to provide individual  
17 exemptions from the requirements of this subsection due to  
18 individual hardship and upon a determination by the civil  
19 service commission that granting an individual exemption to a  
20 requesting employee is not contrary to the public interest.

21 EXPLANATION

22 The inclusion of this explanation does not constitute agreement with  
23 the explanation's substance by the members of the general assembly.

24 This bill relates to employee residency qualifications in  
25 cities with a civil service commission.

26 Current law prohibits cities operating with a civil service  
27 commission from requiring employees to reside in the city in  
28 which they are employed, but requires that such employees  
29 become residents of the state within two years of appointment  
30 or the date employment begins. Current law does, however,  
31 provide that cities may set a reasonable maximum distance  
32 outside of the corporate limits of the city, or a reasonable  
33 maximum travel time, that police officers, fire fighters,  
34 and other critical employees may live from their place of  
35 employment. Current law further requires that an employee

1 hired from out of state take reasonable steps to become a  
2 resident of the state as soon as practicable.

3     The bill provides that each city with a civil service  
4 commission may establish a policy to provide individual  
5 exemptions from these provisions due to individual hardship  
6 and upon a determination by the civil service commission that  
7 granting an individual exemption is not contrary to the public  
8 interest.